



## Job description

<b>Job Title:</b>	Women's Head Coach
<b>Department:</b>	Professional Cricket
<b>Reports to:</b>	Director of Cricket
<b>Responsible for:</b>	Women's Assistant Coach & Batting Lead Women's Assistant Coach & Bowling Lead Consultant Coaches
<b>Location:</b>	The Cooper Associates County Ground, Taunton & Other Venues
<b>Contract:</b>	Fixed term, full time
<b>Hours:</b>	Minimum of 40 hours per week to include evenings, weekends and bank holidays as required
<b>Main Purpose of Job:</b> <p>The Head Coach of Somerset Women's Cricket oversees the day-to-day operations of coaching staff and female players within the Somerset County Cricket Club's women's programme. This role is crucial to creating an environment that will allow our women's team to thrive and be at the forefront of women's domestic cricket as well as nurturing and developing homegrown talent, aligning the pathway programs to the strategic goals of the club, and contributing to the overall success of Somerset County Cricket Club.</p>	
<b>Main Responsibilities:</b> <p><b>Strategic Leadership and Team Culture:</b></p> <ul style="list-style-type: none"><li>• Develop and maintain a positive, high-performance environment that encourages professional growth and discipline.</li><li>• Shape the team culture in partnership with the players and management to create a successful team on and off the field.</li><li>• Provide leadership on all issues pertaining to the development and performances of women's players and staff.</li></ul> <p><b>Competition and Performance Management:</b></p> <ul style="list-style-type: none"><li>• Lead the team in ECB competitions, providing support and ensuring players are well-prepared and informed.</li><li>• Work alongside the Clinical Director and women's sports science staff to manage player workload to optimise performance throughout the season.</li><li>• Prepare and manage the development and performances of players and staff in line with the Club's strategy to win ECB competitions.</li></ul> <p><b>Coaching and Staff Management:</b></p> <ul style="list-style-type: none"><li>• Oversee the women's cricket coaching staff, ensuring high standards of coaching delivery and professional development.</li><li>• Align coaching methods and practices within the club's overall objectives.</li><li>• Manage women's players &amp; coaching staff performance appraisals.</li><li>• Plan, prepare, deliver, and review high-quality training programmes.</li><li>• Provide specialist coaching support to Somerset County Cricket Club directed by the Director of Cricket.</li><li>• Implement, monitor, and review individual development and performance plans for Somerset CCC women's players.</li></ul>	



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- Implement, monitor, and review individual development and performance plans for Somerset CCC women's batting, bowling coaches, and consultant fielding and spin coaches.
- Contribute to the multidisciplinary performance review for each Somerset CCC women's player and coaching staff as directed by the Director of Cricket.
- Deploy staff and resources appropriately across the Pathway to foster individual developmental opportunities.
- Facilitate and deliver specific specialist coaching to Stakeholder Counties as directed by the Director of Cricket.

### **Talent Development and Pathway Alignment:**

- Work closely with the Director of Talent & Development and Girls Academy Lead to ensure a seamless transition of talented players into the women's team.
- Focus on nurturing homegrown talent, with an emphasis on developing players who can succeed at both the club and international levels.

### **Player Development:**

- Implement individual development programmes in collaboration with support staff to enhance player skills and performance.
- Manage out-of-season training and oversee international placements.
- Ensure an environment that provides high levels of support and challenge to the most talented players and facilitates the uptake of elite behaviours.
- Provide a challenging and innovative training environment.

### **Selection and Recruitment:**

- In conjunction with the Director of Cricket, Director of Talent & Development with support and input from Women's coaching team, identify recruitment needs based on team performance and potential player development.
- In collaboration with the Women's Captain, lead the selection of 1st XI Women's teams.

### **Science and Medicine Collaboration:**

- Work closely with medical and physiotherapy staff to ensure players' health and fitness are managed effectively, facilitating injury prevention and recovery.
- Coordinate with Cricket Operations to manage team logistics, including training schedules, match preparations, and facilities requirements.

### **Operational Coordination:**

- Engage with media and commercial partners as required.
- Assist Cricket Operations to manage all issues pertaining to supplying appropriate cricket clothing and leisure wear to all contracted SCCC Women's players and support staff.
- Represent the Club as directed by the Director of Cricket in the promotion of the Club on matters relating to the playing and organisation of cricket.
- Attend meetings of the Club as required by the Director of Cricket.
- Produce periodic written reports as directed by the Director of Cricket.
- Undertake such other duties as the Director of Cricket may from time-to-time reasonably request.

### **Policy and Conduct:**

- To ensure the Club's equity, diversity and inclusion policy and standards are always upheld and always abide by the Club's code of conduct



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- To ensure the Club's safeguarding policies and procedures are adhered to at all times including adherence to the staff code of conduct and consistently advocating the safeguarding of children, young people and adults at risk at all times. Appropriate consideration must be given to safeguarding in all activities and decisions which are undertaken.
- Take on any other responsibilities or tasks that are within your skills and abilities whenever reasonably asked.

This job description is only a summary of the role as it currently exists and is not exhaustive. The responsibilities and accountabilities might differ from those outlined and other duties, as assigned, might be part of the job.

### **Knowledge, skills and experience required:**

#### **Essential**

- Holds a minimum of ECB Level 3 coaching qualification or internationally recognised equivalent.
- Ability to clearly evidence and articulate a coaching philosophy that develops players into high performers, with a track record of players progressing into professional and/or international cricket.
- Demonstrable experience of tailoring coaching delivery to a wide range of athletes (generations, backgrounds, ambitions, and needs), ensuring all players are supported and challenged appropriately.
- Strong understanding of the unique requirements, dynamics, and opportunities within the women's game.
- Demonstrable experience of working effectively with performance analysts, sports science and medicine, psychologists, and assistant coaches to maximise player development and team performance.
- Ability to plan and manage players' long-term development, including designing training blocks, monitoring workloads, and ensuring playing opportunities are used to aid progression throughout the season.
- Strong knowledge of modern coaching methods and ability to design purposeful sessions that build individual skills, tactical awareness, and game readiness.
- Ability to evidence players' tactical awareness and decision-making through training environments that replicate match demands.
- Demonstrable experience as a respected leader who can inspire players and staff, shape positive culture and set a clear direction for players and staff.
- Demonstrable experience of using data, video, and analysis to inform player development, selection, and performance improvement.
- Required to have the right to work in the UK.



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### Personal attributes

- **Integrity and Professionalism:** High standards of personal and professional integrity, with a clear commitment to developing and maintaining a positive team culture.
- **Communication and Influence:** Excellent interpersonal and communication skills, capable of effectively managing relationships within the team and with external stakeholders.
- **Resilience and Adaptability:** Ability to handle the pressures of a high-profile sporting environment, with flexibility to adapt to the dynamic nature of professional sports.

### Core competencies

#### Delivery & Performance (Achieving results now)

- **Quality & Service Orientated (Level 5 – Expert)**  
Sets high expectations for coaching delivery and quality, ensuring that standards are met through robust processes. Continuously evaluates and enhances training programs to exceed expectations.
- **Results Focused/Action Orientated (Level 5 – Expert)**  
Maintains a relentless focus on achieving critical outcomes. Drives and motivates the team to meet challenging goals through determination and decisive action.
- **Effective Resource Management (Level 4 – Advanced)**  
Efficiently allocates resources, including time, budget, and personnel, to maximize the effectiveness of coaching and training programs.
- **Innovative Thinking (Level 4 – Advanced)**  
Implements innovative coaching techniques and strategies to enhance player development and team performance. Encourages creative solutions to overcome challenges.

#### Strategic Approach (Future proofing and growth)

- **Business Awareness/Commercial Acumen (Level 3 – Proficient)**  
Understands the business environment and identifies commercial opportunities. Uses this knowledge to inform strategic decisions and enhance the women's cricket program.
- **Strategic & Analytical Thinking (Level 5 – Expert)**  
Develops and implements long-term strategies for player development and team success. Uses data and evidence-based approaches to inform practices and ensure alignment with club goals.
- **Organisational Alignment (Level 5 – Expert)**  
Ensures coaching and training programs are aligned with the organization's overall mission and objectives. Promotes a cohesive approach to player development and team success across the club.



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- **Talent Development (Level 5 – Expert)**

Leads the development of players and coaching staff by providing mentorship, education, and development opportunities. Identifies and nurtures talent to ensure a strong pipeline of skilled players.

- **Agility (Level 5 – Expert)**

Demonstrates openness and ability to promptly identify and adapt to changes in the business environment.

### Leadership (Governance and accountability)

- **Active & Visible Leadership (Level 5 – Expert)**

Demonstrates visible and proactive leadership in all aspects of the women's cricket program. Sets a high standard for behaviour and performance, and inspires others through actions and words.

- **Inclusion Orientated (Level 5 – Expert)**

Leads initiatives to foster an inclusive environment that values diversity and promotes equity. Implements policies and practices that ensure all players and staff feel valued and supported.

- **Aptitude for Sustainability (Level 3 – Proficient)**

Promotes sustainable practices within the women's cricket program. Encourages consideration of long-term impacts of coaching and development strategies.

- **Safety Focused (Level 5 – Expert)**

Prioritises the safety and well-being of all players and staff. Establishes rigorous protocols and provides continuous education to maintain a safe and supportive environment.

### Relationships & Influence (How we operate)

- **Teamwork & Collaboration (Level 5 – Expert)**

High capacity for working collaboratively and effectively within and across teams, and with external stakeholders, to ensure a unified direction of travel to achieving the Club's goals and objectives.

- **Influence & Negotiation (Level 5 – Expert)**

Strong aptitude for excellent communication and interpersonal effectiveness with the ability to negotiate with, and influence others, in respectful and honest ways to add value and achieve objectives.

- **Emotional Intelligence (Level 5 – Expert)**

Strong ability to understand others (including non-verbal communication methods), management of own behaviour and reactions and self-reflection especially when faced with challenging or stressful situations.



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### Key contacts in the business:

**Internal:** Director of Cricket, Cricket Operations, Men's Head Coach, Performance Psychology Lead, Clinical Psychologist, Clinical Director, Women's Performance Analyst, Pathway Analyst, Women's Captain, Assistant Women's coaches, Director of Talent & Development, Women's players, Girls Pathway Lead

**External:** England & Wales Cricket Board employees, National County stakeholders, Media, Tier 1 & 2 teams

### Equal Opportunities and Inclusivity Statement

Somerset County Cricket Club endorses the principles of equality and equity and strives to ensure everyone involved with the Club has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, to give of their best and be assured of an environment in which their rights, dignity and individual worth are respected. Everyone is responsible for creating an inclusive working environment and we expect all colleagues, partners customers and suppliers to abide by our equality, diversity and inclusion policies and procedures.

The Club ensures all existing and potential employees receive equal consideration during the recruitment process and beyond, and is committed to the elimination of unlawful or unfair discrimination of any kind and in particular on the grounds of sex, race, disability, sexual orientation, marriage and civil partnership, gender reassignment, religion or belief, pregnancy and maternity, and age.

### Safeguarding Statement

Somerset County Cricket Club is committed to safeguarding and promoting the welfare of children, young people and adults at risk, and expects all staff and volunteers to share this commitment. It is everyone's responsibility to keep vulnerable people safe.

As part of our safer recruitment process all relevant roles are subject to an enhanced or standard DBS check as appropriate, and two satisfactory references. We also require every staff member to undergo safeguarding training appropriate to their role.

We encourage an open, welcoming environment where everyone should feel safe to express any concerns. We have a range of policies and procedures in place which promote safeguarding and safer working practice across all that we do.

### Prepared by:

Name: Andy Hurry/Tom Wilkinson

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